

The Office of Economic Impact and Diversity and
DOE GLOBE present:

LGBTQ Pride Month

“#StillWe”

Date: June 25, 2020

Time: 11:45 a.m. - 12:45 p.m. (EDT)

Format: A Virtual Presentation



James E. Campos
Director
Office of Economic Impact
and Diversity



Mario A. Sullivan
Attorney
Johnson & Sullivan, Ltd.



Beth Palmer, Esq.
Attorney
Rosen Hagood, LLC



U.S. DEPARTMENT OF
ENERGY

Sponsored by:
Office of Economic Impact and Diversity

LGBTQ Pride Month Program

“#StillWe”

Date: June 25, 2020

Time: 11:45 a.m. - 12:45 p.m. (EDT)

Welcoming Remarks

Michael Kopalek
Acting President
DOE GLOBE (DOE resource group for
LGBTQ employees and allies)

Introduction of Director, Office of Economic Impact and Diversity

Santos Ortega
EEO & Diversity Manager
Richland Operations Office

Special Remarks

James E. Campos
Director
Office of Economic Impact and Diversity

Introduction of Presenters

Michael Kopalek
Acting President
DOE GLOBE (DOE resource group for
LGBTQ employees and allies)

Presenter

Mario Sullivan
Attorney
Johnson & Sullivan, Ltd.

Co-presenter

Beth Palmer, Esq.
Attorney
Rosen Hagood, LLC

Question and Answer Session

Update on EEO Protections for LGBT Employees

Patricia Zarate
Deputy Director
Office of Civil Rights and Diversity

Closing Remarks

Patricia Zarate
Deputy Director
Office of Civil Rights and Diversity



James E. Campos was nominated by President Donald J. Trump and confirmed by the United States Senate as the Director of the Office of Economic Impact and Diversity at the United States Department of Energy in April 2018. As Director, Mr. Campos is tasked with ensuring that minorities and underserved communities are afforded an equal opportunity to fully participate in Department programs. Mr. Campos also serves as the Department of Energy's Equal Employment Opportunity Director and Chief Diversity Officer. Additionally, Mr. Campos is the Department's

designee on the White House Opportunity and Revitalization Council and the White House Council on Eliminating Barriers to Affordable Housing Development and other White House Interagency Initiatives.

Prior to joining the Department of Energy, Mr. Campos was the Senior Advisor on Economic Development & Strategic Planning to the President of Nevada State College. Over the span of his career, Mr. Campos held several Nevada Gubernatorial appointments to include: the Equal Rights Commission, the Governor's Workforce Investment Sector Councils on Gaming, Tourism & Entertainment and on Mining and Minerals, the Governor's Office of Economic Development's International Trade Council, the Taxi Cab Authority Commission, and the Commissioner of the Nevada Consumer Affairs Division. Also, Mr. Campos has been a small business owner and adjunct business professor.

Mr. Campos holds a Bachelor of Arts and a Master of Science degree from the University of Maryland and a Master of Business Administration from the University of Glasgow in Scotland.



Mike Kopalek is currently an Operations Research Analyst at the U.S. Energy Information Administration (EIA). Mike works on the natural gas downstream statistics teams, and supports several different EIA publications. He is the acting president for DOE GLOBE, DOE's employee resource group for LGBTQ employees and allies.

Mike received a B.A. in Economics from the University at Buffalo Honors College, and an M.A. in Economics from Northeastern University.



Santos Ortega has been employed in various Personnel Management/EEO/Diversity positions within the Department of Energy since 1986. Currently he is the EEO and Diversity Manager for both RL & ORP Site Offices in Richland. Over the past thirty-four years, he has been responsible for interpreting, developing and implementing federal and/or state Personnel and EEO laws, regulations, policies and procedures.

He has been instrumental in developing a full range of administrative and technical recruitment and career development programs addressing everything from targeted affirmative action requirements, entry level needs, to hard to fill specialized positions for DOE-RL/ORP.

He has been married to his wife, Elizabeth for 38 years. They have two children, Gabriel who works at PNNL and has completed his PHD coursework in Mechanical Engineering (ME), and Cristal, a Mechanical Engineer, who works on the DOE Hanford mission.


His volunteer community activities have included, being-appointed by the Governor of the State of Washington to serve a four-year term on the Washington State Judicial Review Commission, a founding member of the Tri-Cities Hispanic Professional Association, a founding member of the Hispanic Academic Achievers' Program, and various other minority and non-minority community organizations. Additionally, he proudly served as the head assistant Boys basketball coach at Tri-Cities Prep Catholic High School for 17 years (recently retired) and now serves on their School Board. He is a proud alumnus of Washington State University where he majored in business administration.



Mario A. Sullivan is a named partner at Johnson & Sullivan, Ltd. in Chicago, Illinois. He counsels clients on a wide range of issues relating to real estate, landlord/tenant, creditor bankruptcy, employment, contract law, business formation, and estate planning. Mr. Sullivan is a member of the Chicago Bar Association (CBA), the Illinois State Bar Association (ISBA), and the American Bar Association (ABA). In addition, he is a member of the National LGBT Bar Association (LGBT Bar) and Lesbian and Gay Bar Association of Chicago (LAGBAC).

Mr. Sullivan serves as 2018-20 GPSolo Diversity Director; 2020-21 GPSolo Council Member; 2016-20 GPSolo Diversity Board member; 2016-20 GPSolo Magazine Board Member; 2018-2021 ABA Nominating Committee LGBT Member at Large and member of the ABA House of Delegates; 2018-20 member of the ABA House of Delegates Select Committee; 2017-20 Commissioner for the ABA SOGI Commission; 2017-20 Council Member for ABA Civil Rights and Social Justice (CRSJ); 2017-19 Co-Chair of the CRSJ Bullyproof Committee; 2018-21 council member for the Lawyers Conference of the Judicial Division (JD); 2019-20 Chair of the Judicial Outreach Committee for the Lawyers Conference of JD; 2017-20 Committee Member for the ISBA SOGI Standing Committee; and 2019-2020 ISBA REM Committee.


Mr. Sullivan is a former PILI Intern and member of the Public Interest Law Initiative (PILI) Alumni Network Leadership Council, and has previously served as: 2018-19 Chair of the Programing Committee for the Lawyers Conference of JD; 2017-19 member of NITA Board's Advisory Council; Ex Officio Board Member to the LGBT Bar; 2017-18 member of the ABA House of Delegates Technology & Communications Committee; 2016-17 GPSolo Diversity Fellow; 2017-18 Chair of the Diversity Committee for the Lawyers Conference of the (JD); 2005-2018 Board Member and Co-Chair of the Program Committee for the LAGBAC; 2014-2017 Nominating Committee Representative for the ABA Young Lawyers Division (YLD); 2014-2017 Steering Committee Member; 2015-2017 Center Member on the ABA Center for Racial and Ethnic Diversity; 2014-2015 YLD Liaison



to JD and American Bar Endowment; a 2014-2015 Council Member on the ABA Council on Racial and Ethnic Diversity in the Educational Pipeline Council; 2013-2014 YLD Chair, 2012-13 YLD Chair-Elect, 2011-2012 YLD Secretary-Treasurer, 2010-2011 YLD Conference, Program, and Products Director, 2009-2010 YLD Diversity Director, Committee member to the ABA YLD Diversity Team and Resolutions Team, and National Representative for the LGBT Bar to the YLD; Vice-president of LAGBAC; Planning Committee - Fundraising member for Equality Illinois 2005 Gala; Chair of the local host committee for the LGBT Bar's Lavender Law – 2007; a and Chair and vice-Chair of the CBA Committee on the Legal Rights of Lesbians and Gay Men.

Mr. Sullivan was named as one of the LGBT Bar's 2015 Best LGBT Lawyer under 40, received the Star of the Year from the YLD for the 2009-2010 and 2010-2011 bar year, received the YLD Star of the Quarter from the YLD 2008, and received the American Law Institute – ABA Scholarship and Leadership Award, 2005.

Mr. Sullivan graduated from the Illinois State University in 2000 and obtained his J.D. from The John Marshall Law School in 2005.





Elizabeth "Beth" Palmer

Ms. Palmer, an equity partner at Rosen Hagood, LLC, in Charleston, SC, practices in the areas of business litigation, probate litigation, administrative and government law, employment law, and education law. For the past six years, she has held the highest possible rating from Martindale-Hubbell® and has been selected to the South Carolina Rising Stars List in business litigation by Super Lawyers.

Outside of her practice, Beth takes pride in devoting a great deal of time to professional and community organizations. Beth has been actively involved with the American Bar Association (ABA) for the past ten years. She currently chairs the Bullyproof Committee of the ABA's Section of Civil Rights and Social Justice. Beth was instrumental in the creation and development of Bullyproof, an anti-bullying initiative that has been implemented in schools throughout the nation since 2013. Locally, Beth serves as a Board Member for Be A Mentor, a local non-profit empowering youth to reach their full potential through mentorship.



Patricia A. Zarate has worked at the Department of Energy for eleven years. She currently serves as the Deputy Director for the Office of Civil Rights and Diversity.

In her capacity as Deputy Director, Ms. Zarate is responsible for formulating and executing equal employment opportunity (EEO) and diversity and inclusion policies and practices, overseeing the EEO complaint process and external civil rights monitoring and enforcement functions, and advising Departmental leaders, managers, and employees of their rights and responsibilities with respect to federal discrimination and harassment laws and regulations.

Prior to joining the Department, Ms. Zarate worked as a briefing attorney for the Honorable Nelda V. Rodriguez of the Texas Thirteenth District Court of Appeals.

Ms. Zarate graduated cum laude from St. Mary's University School of Law. She received her B.S.F.S. degree from Georgetown University. Ms. Zarate is licensed to practice law in the State of Texas and the District of Columbia.

[illegible]



U.S. DEPARTMENT OF
ENERGY

